

EMPLOYMENT DISCRIMINATION BUREAU ANNUAL REPORT 2008-2009



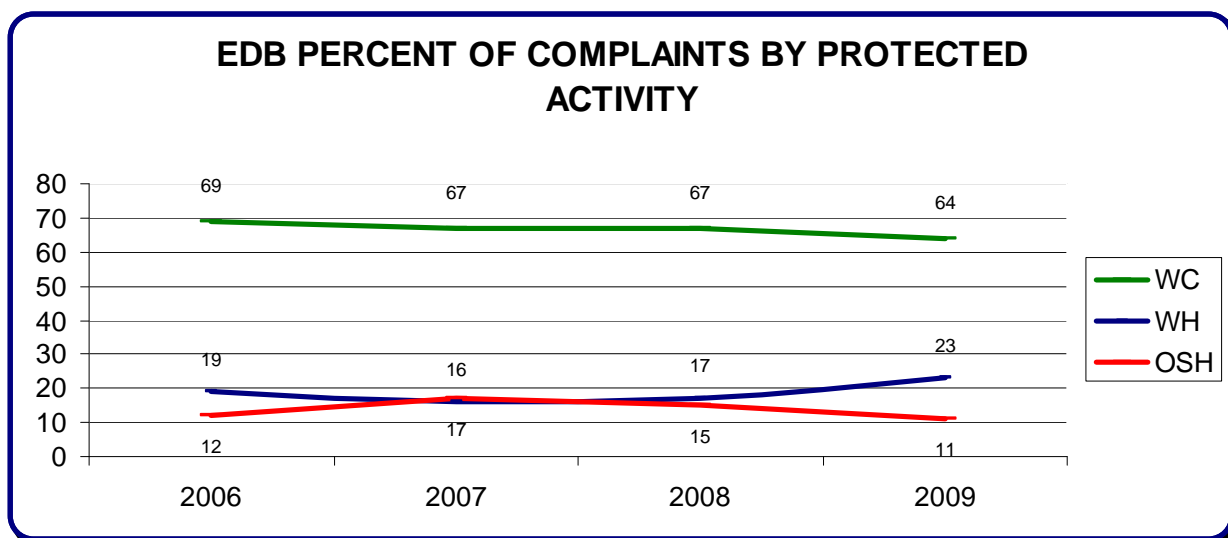
The 2008-09 Annual Report is dedicated to the hard working Self-Managed Work Team of the Employment Discrimination Bureau. The TEAM always strives to accomplish the vision of Best Resolution of Every Complaint. I am very thankful for their hard work and dedication.

Tiffany L. Lathan, Bureau Chief

The Employment Discrimination Bureau July 1, 2008- June 30, 2009 Fiscal Year Report

From July 1, 2008 through June 30, 2009, of the complaints received by the Employment Discrimination Bureau (EDB) 64% have been for Workers' Compensation, 23% for wage and hour, and 11% have been for safety and health matters. (See Chart 1).

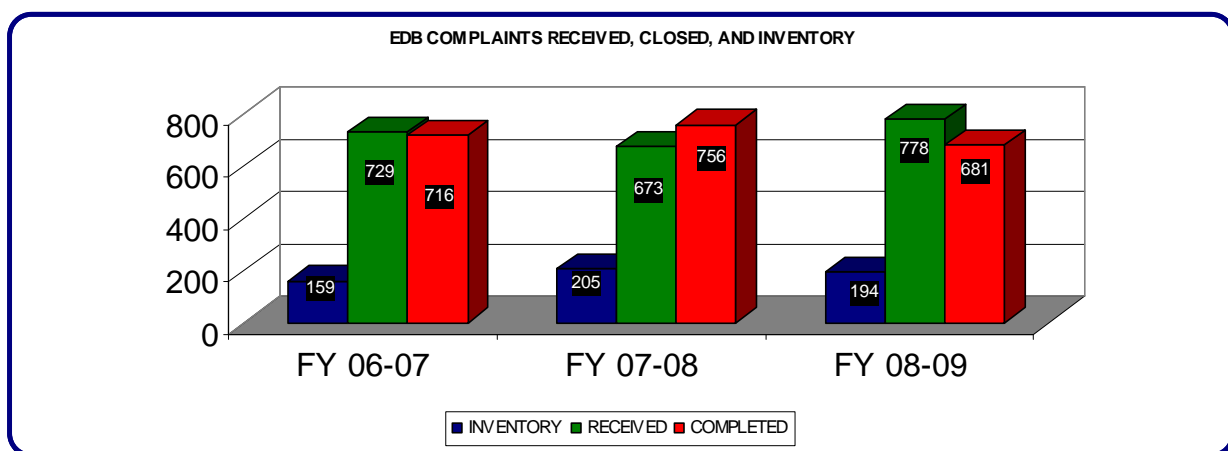
CHART 1



Each month the Employment Discrimination Bureau receives on average 65 new complaints to investigate. Even though the Bureau has streamlined the process for investigating complaints, complaints are continuously being submitted on a daily basis.

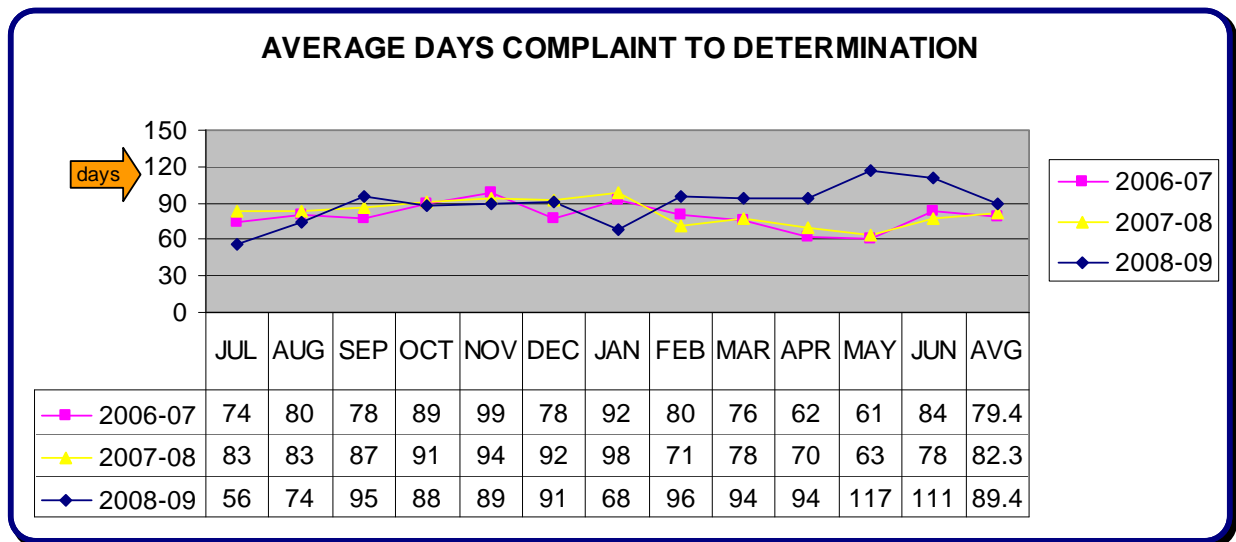
In Fiscal Year (FY) 2008-09, the bureau received 778 new complaints and had an ending inventory of 194 cases. From July 1, 2008 through June 30, 2009, the bureau completed 681 investigations. (See Chart 2)

CHART 2



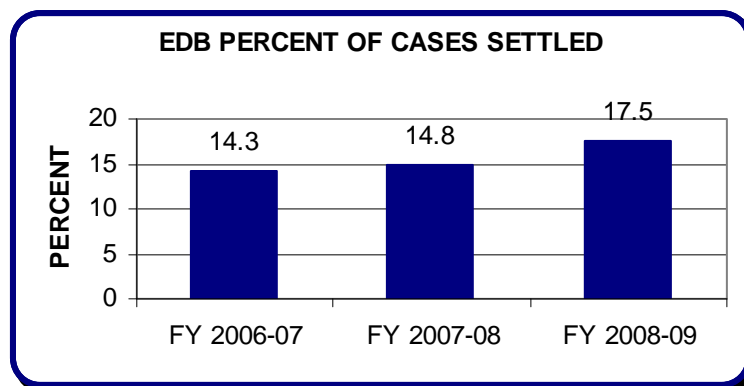
The Bureau also completed an average of 89.4% of all cases within 90 days from the date of the complaint. (See Chart 3)

CHART 3



This fiscal year the emphasis on early resolution and settlement of complaints was again a major factor in our operations. The bureau continued to contact both the complainant (employee) and the respondent (employer) within 15 days of receiving the complaint. EDB continued to intervene early in the investigation process, bringing the complaint to a quicker conclusion. From July 1, 2008 to June 30, 2009, the bureau was able to settle 17.5% of the 681 cases closed in FY 2008-09. (See Chart 4).

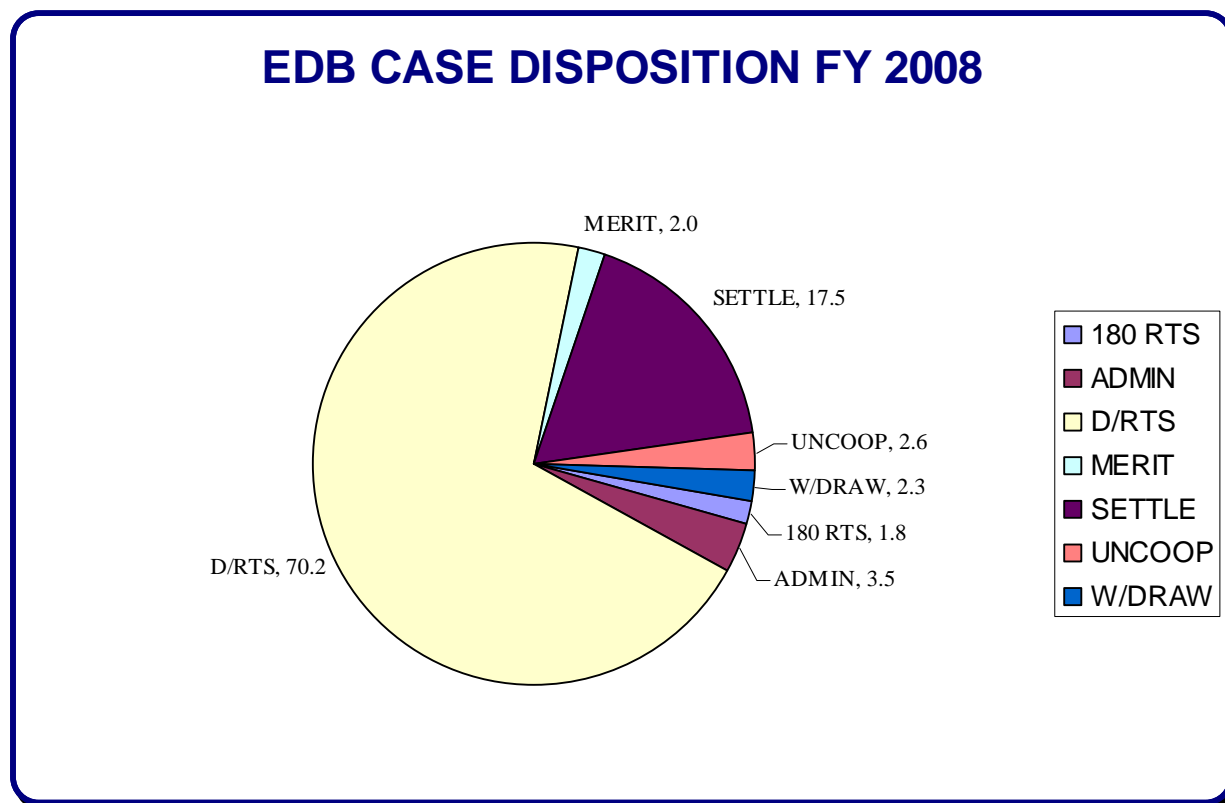
CHART 4



Investigation Outcomes

From July 1, 2008 through June 30, 2009 70.2% of the complainants being given a right-to-sue letter. 17.5% of the cases were settled, 2.0% were found to have merit, 3.5% closed administratively (generally these were referred to other agencies for investigation), 2.3 percent of cases were withdrawn by complainants, 2.6% of cases were closed when the complainant failed to respond to EDB, and in 1.8% EDB did not make a determination within 180 days of the filing and the complainant asked for and was granted a right-to-sue letter. (See Chart 5)

CHART 5



Fiscal year 2008-09 was a successful year for the Bureau as service was significantly improved to the general public, complainants (employees) and respondents (employers). In addition, the self-managed work team continues to attempt Early Resolution through settlements.

The Self-Managed Work Team is coached by the Bureau Chief. The bureau continues to operate under a Strategic Plan. The mission of the bureau is to investigate claims of illegal discriminatory practices, to conduct fair, impartial and timely complaint investigations and to increase the possibilities for Early Resolution and settlement of complaints. EDB continues to improve processes and shorten service times in a quest to meet the vision, which is the best resolution of every complaint.

The EDB website contains additional team information on the bureau and contains sources for additional information.

10/15/09